Global Talent Trends | Financial Services | Most employees (60%) believe their organization does not effectively balance economics and empathy when making decisions. Leading companies listen intently to their people and show they care by nudging them towards brighter futures.

### Focus on futures
Work together to ensure people thrive now and in the future

- **87%** of executives agree that the purpose of an organization should extend beyond shareholder primacy
- But only **48%** of organizations are delivering on this today
- **65%** of employees feel at risk of burn out this year

### Sense with science
See ahead by augmenting AI with human intuition

- **50%** Use of predictive analytics has increased (from 7% in 2018 to 50% today)
- Just **16%** of companies use metrics to make buy, build, borrow decisions
- And only **52%** use metrics to identify who is at risk of leaving

### Race to reskill
Transform the workforce by reskilling for a new world economy

- HR leaders’ **#1** transformation challenge is not understanding need for change
- According to executives, only **50%** of the workforce is able to adapt to the new world of work
- But **75%** of employees say they are ready to learn new skills

### Energize the experience
Inspire and invigorate people by redesigning their work experience

- Just **2%** of HR Teams believe they deliver an exemplary employee experience today
- But **53%** of companies are redesigning the organization to become more people-centric
- Energized employees are **6x** more likely to report a healthy and **4x** for an inclusive workplace


Keen to know how companies win with empathy? **Speak to Mercer.**